

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**E CENTER**

**and**

**Cases 20-CA-124323  
20-CA-125698**

**SERVICE EMPLOYEES INTERNATIONAL  
UNION LOCAL 1021, CLC**

**AMENDED SUPPLEMENTAL ORDER**

On December 30, 2014, the Board issued its Order adopting the Administrative Law Judge's recommended Decision in the above cases, directing E Center (the Respondent) to, *inter alia*, make bargaining unit employees whole for any losses they suffered as a result of the Respondent's unfair labor practices in violation of Section 8(a)(5) of the National Labor Relations Act. On March 12, 2015, the United States Court of Appeals for the Ninth Circuit entered its judgment in Civil No. 15-70119, enforcing in full the Board's Order.

Thereafter, the Region issued a Compliance Specification on March 25, 2016, alleging that the Respondent is obligated to pay interest on payments made to bargaining unit employees, and backpay totaling \$44,847.25, plus interest.

Following issuance of the Compliance Specification, the parties reached an agreement on a written Formal Compliance Stipulation (the Stipulation) providing for payment by the Respondent of unpaid interest in the amount of \$3,160 for employee medical expenses, \$44,847.25 in backpay, \$2,780.53 for its share of FICA, and \$650.29 for its share of Medicare taxes. The Stipulation specifically provides that all parties waive the filing of an answer to the Compliance Specification, hearing, Administrative Law Judge's Supplemental Decision, the filing of exceptions and briefs, oral argument before the Board, the making of findings of fact or conclusions of law by the Board, and all further proceedings to which the parties may be entitled to under the Act or the Board's Rules and Regulations.

The Stipulation also provides that the Stipulation, together with the Compliance Specification, the Board's unpublished Order adopting the Administrative Law Judge's Decision and Recommended Order dated December 30, 2014, and the Ninth Circuit's March 12, 2015 Order constitute the entire record herein.

Pursuant to the Stipulation, the United States Court of Appeals for any appropriate circuit, upon application by the Board, may enter its judgment enforcing the Supplemental Order of the Board. The Respondent waives all defenses to the entry of the judgment, including compliance with the Supplemental Order of the Board, and its right to receive notice of the filing of an application for entry of such judgment.

The Stipulation is approved and made a part of the record herein, and the proceeding is transferred to and continued before the Board in Washington, D.C. for the entry of a Supplemental Order pursuant to the provisions of the Stipulation.

Upon the basis of the Stipulation and the entire record in the case, and pursuant to Section 10(C) of the National Labor Relations Act, as amended, the National Labor Relations Board orders the following:

The Respondent, E Center, its officers, agents, successors, and assigns, shall take the following affirmative action to effectuate the policies of the National Labor Relations Act, as amended:

- (a) Within 14 days of the date of this Order, pay \$3,160 in unpaid interest on the medical expenses payments made to bargaining unit employees on March 21, 2016, \$44,847.25 for lost wages and benefits for the spring break remedy, plus interest, \$2,780.53 for the Respondent's share of Federal Insurance Contributions Act (FICA) on wages, and \$650.29 for the Respondent's share of Medicare taxes on wages. The Respondent shall pay the FICA rate in effect at the time payment is made.

Dated, Washington, D.C., June 10, 2016.

By direction of the Board:

/s/ Gary Shinnars  
Executive Secretary